

.....

Career Group Specifications
for:

CLINICAL PSYCHOLOGIST

83.511 – Clinical Psychologist: Positions perform professional services in the field of clinical psychology such as psychotherapy, and consultation; and also perform work in prevention, education, training and/or research. Some positions, as a primary function, provide professional consultation, rendering authoritative advice as a recognized expert (A recognized expert typically has achieved recognition through grants, publications, etc., for demonstrated productivity) on the solution of problems, or on the feasibility and evaluation of projects, programs and plans in order to guide and facilitate the professional work performed by clinical psychologists; or serve as a mental health consultant to program administrators.

83.512 – Clinical Psychologist Supervisor: Positions perform work as a supervisor over other clinical psychologists and other multidisciplinary professional staff; serving as chief psychologist or program director of a program of psychological services. This responsibility may also include work performing psychotherapy, consultation, and work in prevention, education, training and/or research; or may include work as an expert consultant.

COMPETENCIES

Job Related Competencies: Knowledge of clinical psychology theories including normal, abnormal, social, experimental and physiological psychology; the use and interpretation of diagnostic tests; principles and practices of psychotherapy; research methodology; and ability to apply theoretical knowledge to practical situations.

Initiative: Initiates work independently; does more than is required or expected in the job to improve or enhance products and services; plans ahead for upcoming problems or opportunities and takes appropriate action.

Reading: Understands and interprets highly complex written material, including laws, rules, regulations and policies.

Writing: Uses correct English grammar, punctuation and spelling; communicates information in a succinct and organized manner; produces complex written documents or information that is appropriate for the intended audience.

Oral Communication: Expresses information to individuals and groups effectively, taking into account the audience and nature of the information.

CLINICAL PSYCHOLOGIST
CLINICAL PSYCHOLOGIST SUPERVISOR

83.511
83.512

Decision Making: Makes sound, well-informed and objective decisions involving complex issues; perceives the impact and implications of decisions. Makes decisions with little or no supervisory review.

Problem Solving: Identifies and analyzes highly complex problems logically and systematically; determines accuracy and relevance of information; uses sound judgment to generate and evaluate alternatives and to make recommendations.

Reasoning: Identifies rules, principles or relationships that explain facts, data or other information; analyzes highly complex information; makes correct inferences and draws accurate conclusions by applying rules that involve many steps.

Information Management: Identifies the need for and gathers information from many sources; organizes highly complex or technical information to facilitate analysis and decision making.

Interpersonal Skills: Deals effectively with others; establishes and maintains effective working relationships with others; treats others with courtesy and tact.

Organizational Awareness: Understands and applies knowledge of the mission, functions, policies and procedures of the organization; understands relationships among units at different levels in the organization.

In addition to the above competencies, applicants for CLINICAL PSYCHOLOGIST SUPERVISOR positions must possess the following competency:

Supervisory Skills: Plans, assigns, directs, and evaluates the work of others; provides counseling and discipline as necessary.

MINIMUM QUALIFICATION REQUIREMENTS

Applicants must possess the requirements specified in either A, B, C, D or E below:

- A. Successful completion of all requirements for a doctoral degree from an accredited college in clinical psychology which included an internship in clinical psychology. In lieu of the internship requirement, applicants may substitute one year of professional work experience in the field of clinical psychology.
- B. Successful completion of all requirements for a doctoral degree from an accredited college in a specialty related to clinical psychology. The doctoral program must have included an internship in clinical psychology or must have been supplemented by a post-doctoral clinical internship. In lieu of the clinical internship requirement, applicants may substitute one year of post-doctoral clinical psychology experience under competent professional supervision.

CLINICAL PSYCHOLOGIST
CLINICAL PSYCHOLOGIST SUPERVISOR

83.511
83.512

- C. Holds a doctoral degree from a training program approved by the American Psychological Association (APA), or holds a doctoral degree from a regionally accredited institution of higher education and also meets the experiential requirements for inclusion in the National Register of Health Service Providers in Psychology, as described in Chapter 465, Hawaii Revised Statutes (HRS).
- D. Holds a diplomate certificate in good standing granted by the American Board of Examiners in Professional Psychology, as described in Chapter 465, HRS.
- E. A valid license to practice psychology in the State of Hawaii, as described in Chapter 465, HRS.

License Required

Within two (2) years from the date of appointment as a Clinical Psychologist or Clinical Psychologist Supervisor, applicant(s) hired must meet the requirements for licensure and obtain a license issued by the Hawaii State Board of Psychology, as required by Chapter 465, HRS.

Experience Requirement

For some positions applicants must possess work experience as a clinical psychologist. Some positions may require experience in a specialized field of clinical psychology.

Physical and Medical Requirements

Applicants must be able to perform the essential duties and responsibilities of the position effectively and safely, with or without reasonable accommodation.

This is the first career group specifications for the CLINICAL PSYCHOLOGIST career group.

EFFECTIVE DATE: October 16, 2016

DATE APPROVED: 9/29/16


JAMES K. NISHIMOTO, Director
Department of Human Resources Development